Alumnae Give High Marks to Women's Colleges in Survey

Women's colleges foster self-confidence among their students, encourage them to have high career aspirations, promote a high degree of involvement in extracurricular activities, and respond to their changing needs and expectations, according to the results of a study of alumnae released last week by the Women's College Coalition.

In the study, called *'67/'77: A Profile of Recent Women's College Graduates*, researchers surveyed nearly 5,000 graduates of 48 colleges. About half were from the class of 1967 and half from the class of 1977. The results of the study were divided into three broad areas: a demographic profile of the alumnae, a report on their involvement in and assessment of their college experience, and a summary of their views on a wide range of women's issues.

The study was aimed at discerning the "connections, if any, between the women's college experience and the subsequent life experience of the graduates," according to an introduction by Marcia K. Sharp, executive director of the Women's College Coalition, and Ann Pauley, the group's associate director. There have been few previous studies of women's colleges and none that provide an "across-the-board portrait" of alumnae, they said.

The researchers found "a very strong endorsement of women's colleges in the sense that we are encouraging career aspirations, promoting self confidence, providing role models, giving opportunities for leadership," said Kerry J. Strand, an assistant professor of sociology at Hood College who designed the study and the compilation and analysis of the data.

"The class of 1977 gave an even stronger endorsement of their colleges than the class of 1967," Ms. Strand said. That "supports the idea that women's colleges have changed with the times—changed to meet changed needs—and underscores the viability of women's colleges in the sense that there is still a very important place for them in higher education," she added.

The results of the study speak to the criticisms of higher education voiced in other reports issued in recent months, according to Patti McGill Peterson, president of Wells College and chairman of the coalition. As an example, she cited the finding that women's colleges, in her words, "encourage a high degree of student involvement." The importance of such involvement was pointed out in a recent report by the National Institute of Education.

The Women's College Coalition researchers chose to study the classes of 1967 and 1977 because of their differing educational and postgraduate experiences. "The class of '67 graduated before the contemporary phase of the women's movement took place, before Title IX was in effect, before men's colleges admitted women, and before the concept of women's studies was significantly developed," the report said.

The class of 1977, on the other hand, "never experienced higher education without Title IX and women's studies. They were at their colleges in a time when feminist and educational leaders were asking hard questions about the viability of single-sex colleges," and when they graduated, "career barriers for women had already been broken," the report said.

The study made no attempt to compare experiences of alumnae of women's colleges and coed institutions.

Instead, the researchers encouraged others to conduct companion studies.

Among other findings:

► Nearly three-fourths of the alumnae work, and almost half are in fields—such as law, medicine, and management—that have traditionally been dominated by men.

► Roughly half of the women who work full time earn a salary higher than $25,000, and a fifth earn more than $35,000.

► Over 43 per cent of the graduates have earned advanced degrees, and 81 per cent have continued their education beyond college.

► Nearly 77 per cent of the graduates are or have been married, and 51.2 per cent have children.

► 44 per cent of the alumnae were "actively involved" in their college, defined by number of activities and leadership positions assumed.

► 68 per cent said they would attend a women's college again.

—ZOË INGALLS

Occupations of Women's-College Graduates

	Class of '67	Class of '77
Accountants, financial managers, bank officers	3.9%	6.5%
Clerical, secretarial workers	6.6%	7.8%
Computer specialists	3.0%	3.2%
Health, education administrators	4.0%	2.1%
Human-service professionals	6.5%	5.8%
Lawyers, judges	3.8%	6.9%
Librarians, archivists, curators	2.4%	3.0%
Managers, traditionally female positions	3.2%	4.3%
Managers not otherwise categorized	14.1%	13.0%
Non-retail salespeople (stocks, industrial, etc.)	3.3%	5.1%
Nurses, related health professionals	2.5%	6.4%
Physicians, dentists	1.9%	3.6%
Professors	6.6%	2.0%
Researchers not otherwise categorized	1.6%	2.8%
Scientists (physical, biological)	1.5%	1.3%
Teachers	16.8%	11.1%
Writers, artists, editors	7.7%	6.8%
Other or no response	8.7%	10.1%

Note: Based on responses of graduates from 48 women's colleges in the classes of 1967 and 1977 who were employed in 1984. Paid employment was reported by 73 per cent of the 2,553 members of the class of 1967 who responded to the survey and by 82 per cent of the 2,431 members of the class of 1977. Percentages in the table may not add to 100 because of rounding.

SOURCE: WOMEN'S COLLEGE COALITION

San Francisco Foundation

Continued from Preceding Page

country are interested in the case just the same.

"It's the biggest gift ever made to a community foundation—the amount is just enormous—and that has a lot to do with the interest in it," says Herbert B. West, director of the New York Community Trust, the largest community foundation in the country before the Buck Trust was left to the San Francisco Foundation.

There has also been much support for the San Francisco Foundation's actions. "I think the support has been in recognition of the responsible fashion in which they've conducted this," says Thomas F. Beech, former director of the Minneapolis Foundation and now executive-vice-president of the Anne Burnett and Charles Tandy Foundation. "At every stage and in every facet of this situation, the foundation has bent over backwards to entertain meaningful dialogue with all parties."

Mr. Beech says the outcome of the case would have potential significance for other community foundations, if only in general terms.

But whether or not the court's decision on the Buck Trust has any effect on other public charities, the existence of the trust has already brought changes to the San Francisco Foundation, the most important of which, Mr. Paley says, is the foundation's enhanced sense of its own purpose and identity.

"My guess is that the Buck Trust has accelerated the thoughtful planning and management of this foundation by at least 10 years," he says.

A court decision won't change the foundation's philosophy and practices, Mr. Paley says. "We think that we could do a more balanced and effective job if we could spend some of that money outside of Marin, but if, in the court's wisdom, we are told to stay within the restrictions of the trust, we will continue to apply our philosophy and principles toward the use of the monies in Marin."

Tuition Rises of 5 to 10 Pct. Expected this Fall

Continued from Page 1

sity, in-state tuition will jump 10.8 per cent, to $1,104.

► At Harrisburg Area Community College, tuition will go up 9.1 per cent, to $836.

► At Barnard College, tuition will increase 8.5 per cent, to $10,112.

► At the University of Kentucky, tuition for in-state undergraduates will rise 9.3 per cent, to $1,228.

► At Worcester Polytechnic Institute, tuition will jump 11.3 per cent, to $8,900. College officials said the increase was necessary because changing technology has made engineering and science programs more expensive.

► At Creighton University, tuition and fees will rise 9 per cent, to $5,234.

Some institutions are bucking the trend and holding their tuition steady.

► In the State University of New York system, tuition for state residents will remain at this year's level, $1,350.

► At Pima Community College tuition will continue to be $360.

► At Ferris State College, tuition has been frozen at $1,566.

► In the California State University system, the trustees have recommended that the legislature hold fees at the current rate of $573 for in-state undergraduates.

► At Nazareth College in Michigan, tuition will continue to be $5,430 next year.

► Saint Joseph College in Connecticut will guarantee new freshmen that tuition will remain at $6,000 for four years as long as students do not drop out for two or more consecutive semesters. Officials there said the plan had been devised to eliminate "financial-planning nightmares" for parents and students.

Why Costs Outpace Inflation

Experts on tuition say it is not surprising that tuition costs continue to outpace inflation.

William F. Massy, Stanford University's vice-president for business and finance, estimates that if the numbers of students and faculty and staff members are held steady, college costs will normally rise 1½ to 2 percentage points above inflation as measured by the Consumer Price Index. By that index, inflation is currently 3.6 per cent.

Because higher education is labor intensive, Mr. Massy said, it is difficult to increase productivity through technological progress or capital investments. Those labor costs are also relatively inflexible, which means that total education costs will rise more than costs in the economy as a whole, he added. Research costs also rise faster than inflation, he said.

D. Kent Halstead, a research economist with the National Institute of Education, said the increase in the higher-education price index, a measure that tracks the prices of some 200 goods and services used by academe for current operations, has been slightly higher than the increase in the Consumer Price Index for the last three years. For example, for the year ending June 30, 1984, the higher education price index rose 5.4 per cent, compared to 4.2 per cent for the Consumer Price Index.

Officials on a number of campuses say an important factor behind their tuition increases is higher faculty salaries. For the last three academic years, average faculty salaries have increased slightly above the rate of inflation, according to figures collected by the American Association of University Professors. That trend is continuing: A *Chronicle* survey found that salaries were up an average of 7.3 per cent at the start of the current academic year.

(Despite those increases, faculty members have not yet regained the purchasing power they lost during the 1970's.)

Among other widely cited reasons for the tuition hikes are the need to purchase computers, laboratory equipment, and library materials and to pay for campus construction and renovation projects.

Some of the tuition money will pay for increased student financial assistance. "Everybody recognizes that there is a subsidy for the financial-aid student by the full-paying student," said Larry H. Litten, associate director of the Consortium on Financing Higher Education, an organization of 30 private, selective institutions. "However, keep in mind that a lot of the money for financial aid also comes from other sources."

"The full-paying student is buying an enriched educational resource—a broader group of students," Mr. Litten added. "The student body is one of the major educational resources, along with the faculty and the curriculum. Without financial aid, homogenization takes place, particularly in the private sector."

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FACT–FILE

Median Salaries of Administrators in 'Secondary' Positions, 1984-85

	All institutions	Public universities	Private universities	All universities	All 4-year colleges	Public 2-year colleges
Assistant to president, institution	$34,573	$41,800	$38,700	$40,618	$30,000	$32,136
Assistant to president, system	39,294	49,500	—	45,390	—	35,154
Director, annual giving	36,000	30,013	32,359	31,200	34,800	—
Director, conferences	27,312	30,364	28,086	28,944	22,080	—
Director, corporate and foundation relations	31,433	33,000	34,100	33,600	27,000	—
Director, estate planning	33,000	34,167	32,640	33,000	33,000	—
Director, governmental and legislative relations	44,592	44,797	46,137	45,044	—	—
Director, health and safety	31,857	31,596	34,560	32,500	24,500	—
Director, medical-center						
Public relations	36,564	34,560	45,000	37,900	—	—
Personnel	39,299	39,299	37,250	39,137	—	—
Director, sports information	21,516	24,450	21,154	23,316	17,836	—
Director, telecommunications	30,214	32,000	33,000	32,580	22,000	26,419
Manager, benefits	24,000	24,480	22,002	23,000	21,000	22,441
Manager, building maintenance trades	28,873	28,067	27,540	28,744	24,176	24,076
Manager, custodial services	22,284	24,000	23,000	24,757	16,800	—
Manager, employee relations	30,776	30,273	34,091	31,416	—	—
Manager, employment	26,000	23,204	23,160	23,078	21,594	22,591
Manager, landscape and grounds	23,676	24,960	26,527	25,000	20,804	20,284
Manager, payroll	22,800	25,480	25,320	25,320	18,375	20,190
Manager, personnel information	27,252	23,500	36,000	28,596	—	—
Manager, power plant	26,150	28,150	32,476	28,932	27,436	23,838
Manager, technical trades	28,075	28,931	29,365	29,080	26,170	24,590
Manager, training and development	27,500	25,980	30,596	27,116	—	27,855
Manager, wage and salary	27,792	28,636	31,313	27,767	—	27,034
Associate director, admissions	29,600	29,167	29,880	29,640	23,844	25,275
Associate director, affirmative action and equal employment	27,269	25,799	28,800	27,177	—	—
Associate director, bookstore	19,360	22,800	23,500	22,992	15,100	16,146
Associate director, budget	32,500	30,000	34,560	33,000	32,220	27,360
Associate director, computer center	33,057	37,800	34,000	36,795	25,000	32,098
Academic	34,617	37,800	35,000	37,800	24,650	—
Administrative	30,619	30,469	42,500	40,225	28,800	—
Associate director, food services	28,400	29,257	31,200	30,672	20,400	22,392
Associate director, institutional research	30,694	32,146	29,196	30,960	19,260	24,156
Associate director, personnel	30,500	32,580	33,900	32,663	22,464	26,510
Associate director, physical plant and facilities management	30,790	33,804	36,000	34,000	24,600	28,225
Associate director, publications	21,900	22,458	25,248	24,985	18,170	19,327
Associate director, purchasing	25,980	27,827	26,255	27,648	22,896	—
Associate director, student counseling	27,870	32,575	29,200	31,237	22,500	—
Associate director, student financial aid	25,080	26,250	25,980	25,992	14,636	22,518
Associate director, student housing	26,250	26,100	26,280	27,025	17,740	—
Associate director, student union	23,016	24,036	23,513	24,200	18,576	—
Associate bursar	22,172	25,100	26,200	26,200	17,701	—
Associate general counsel	40,821	38,667	47,960	41,000	—	—
Associate registrar	26,105	29,400	27,100	28,767	19,800	25,130
Assistant director, admissions	19,836	23,500	20,126	22,380	17,300	21,100
Assistant registrar	20,100	23,364	20,000	21,640	17,000	22,087
Acquisitions librarian	25,000	27,582	23,660	27,079	20,640	26,004
Circulation librarian	21,288	24,011	22,300	23,786	17,988	25,800
Public services librarian	25,944	32,000	27,300	31,100	22,575	28,047
Reference librarian	25,560	27,421	25,000	26,914	20,800	28,957
Technical services librarian	30,000	30,360	30,468	29,762	21,576	27,637
Coordinator, resource development	23,640	26,540	23,500	24,500	18,500	—
Data base administrator	32,650	33,141	33,500	33,500	25,300	30,639
Student union, business manager	24,858	26,120	—	25,000	—	—
Programmer analyst I	24,650	24,894	26,000	25,281	22,560	24,576
Programmer analyst II	19,980	20,281	20,000	20,150	18,000	19,008
Systems analyst I	26,280	28,643	31,900	29,976	26,220	28,304
Systems analyst II	24,622	24,720	24,336	24,720	23,256	25,080
Housing officers						
Administrative operations	25,596	26,890	23,541	26,130	20,960	—
Family housing	24,000	23,736	—	24,000	—	—
Residence life	20,880	24,186	22,854	23,532	18,500	—
Head coaches						
Football	38,237	42,396	46,080	42,968	30,000	34,818
Men's basketball	33,822	40,176	41,000	40,500	29,136	29,160
Women's basketball	25,067	27,000	26,000	26,667	22,896	28,776
Baseball	27,240	30,875	29,000	28,980	24,031	31,356
Men's tennis	27,500	27,712	28,000	28,000	22,116	—
Women's tennis	23,881	21,606	22,430	22,000	25,320	—
Men's soccer	26,580	27,260	24,373	26,667	23,535	—
Women's soccer	24,000	22,200	—	22,666	23,040	—

Note: The figures are based on information from 1,277 institutions.
— No data or insufficient number of responses.
* Highest level
** Lowest level

SOURCE: COLLEGE AND UNIVERSITY PERSONNEL ASSOCIATION

New Books on Higher Education

It may be necessary to add state tax to the cost of books listed below. Discounts may be available to scholars and to people who order in bulk.

Counseling and Psychotherapy Services for University Students, edited by Joseph E. Talley and W. E. Kenneth Kitchwell (Charles C. Thomas, Publisher, 2600 South First Street, Springfield, Ill. 62717; 189 pages; $17.50 prepaid).

The Road Runner: Women Runner the Academy, edited by Irene Thompson and Audrey Roberts (Modern Language Association of America, 62 Fifth Avenue, New York 10011; 152 pages; $27.50 hardcover, plus $2 for shipping; $17.50 paperback, plus $1 for shipping). A collection of essays that discuss the lives of women who resumed their educations after interruptions of more than five years; includes discussion of their problems in graduate school and their difficulties in finding academic employment.

Sex Discrimination Law in Higher Education: The Lessons of the Past Decade, by J. Ralph Lindgren and others (Association for the Study of Higher Education, One Dupont Circle, Suite 630, Washington 20036; 73 pages; $6 prepaid for members of A.S.H.E., the American Association for Higher Education, the American Educational Research Association, and the Association for Institutional Research; $7.50 prepaid for nonmembers).

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Mail a one page abstract of proposed paper or workshop/demonstration by April 30th to: Dr. Anne Brooks, Dept. of Humanities, Keith 123, Eastern Kentucky Univ., Richmond, KY 40475.

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News Summary

Articles on inside pages

The author of a history of prominent Bostonians says the region's high-tech industries could go the way of the textile mills. Story on Page 5.

The battle for students among Texas universities is being waged by a sophisticated new breed of admissions experts. Stories on Page 15.

President Reagan's plan to eliminate postal subsidies for nonprofit organizations could cost colleges and universities $95-million a year. Story on Page 19.

The full impact of the Supreme Court's Grove City College decision on the enforcement of civil-rights legislation is still unclear. Story on Page 19.

A boon for traveling administrators and researchers, frequent-flier programs can be a mixed blessing for cost-conscious universities. Story on Page 23.

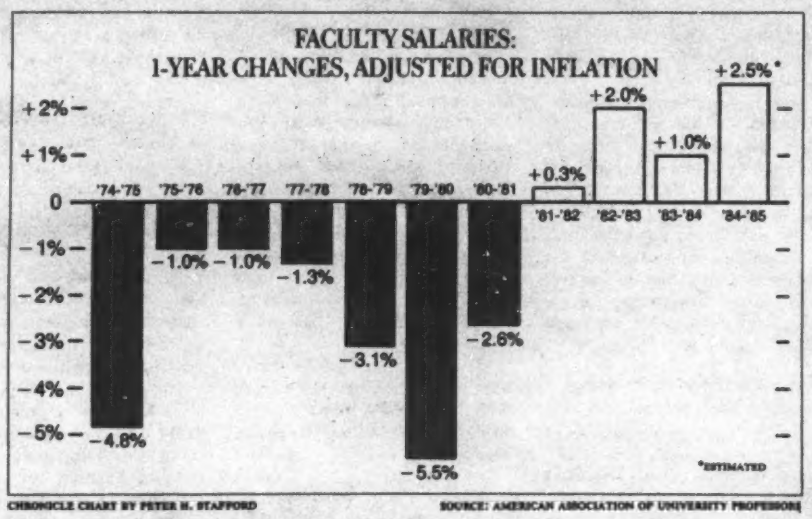
Despite predictions of its demise, the National Invitation Tournament is alive and well at Madison Square Garden. Story on Page 29.

The business of syndicating telecasts of college sports events is entering a period of readjustment and uncertainty. Story on Page 29.

Congress has approved a United States Information Agency scholarship program to help Central American students complete their undergraduate education in this country. Story on Page 33.

ALSO IN THIS ISSUE

Athletics	29-32
Books	10, 27
Bulletin Board	42-87
Calendar of Events	39-40
Computers	28
Deadlines	40-41
Deaths	38-39
Fact-File	24
Gazette	38
Grants	39
International News	33-35
Letters	36-37
Marginalia	2
News in Brief	2-3
Opinion	36
Personal & Professional	23-27
Philanthropy	18
Point of View	88
Scholarship	5-10
Students	14
Washington News	19-22



CHRONICLE CHART BY PETER H. STAFFORD — SOURCE: AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

Faculty Salaries Are Up 6.6 Pct., Average $30,960

Increase outpaces inflation for fourth consecutive year

WASHINGTON

Faculty salaries are up 6.6 per cent this academic year and the average faculty member is making $30,960, the American Association of University Professors reported last week.

It was the fourth consecutive year in which salaries increased faster than inflation.

"This year's gain is considerably greater than most observers would have anticipated a year ago," said W. Lee Hansen, professor of economics at the University of Wisconsin at Madison and author of the report of the association's annual survey.

The 6.6-per-cent figure is the average increase for all faculty members at all types of institutions.

When taking inflation into account, the increase this year is about 2.5 per cent—the largest such rise since the 1960's, according to the survey report.

Mr. Hansen attributed the increase to the fact that economic growth and low inflation had eased the financial condition of colleges and universities, thereby enabling them to give relatively large raises.

"The prospects for the future look brighter than they have in recent years," Mr. Hansen said in his report. The growing

Continued on Page 24, Column 1

Kerr Says Federal Era Has Ended for Colleges; Governors Now the Key

By JEAN EVANGELAUF

RACINE, WIS.

The federal era in higher education has "clearly ended," Clark Kerr, president emeritus of the University of California and a noted observer of the higher-education scene, said here last week.

For at least the next 30 years, he said, new initiatives and new money for colleges and universities will come from the states instead of from Washington.

Mr. Kerr told the participants in a conference on the role of governors in higher education that the shift to the states was occurring not only because of the Reagan Administration's education policies, but also because of the economic effects of federal budget deficits, the national debt, and planned new weapons systems.

30 Years of State Initiatives

Because of large military expenditures and the high cost of interest on the debt, money for higher education "wouldn't be there even if the policies were," he said.

However, he said, federal support for research and student assistance will continue.

Mr. Kerr said he expected a 30-year period of state initiatives because "it will be a long time before the federal government has dug itself out of debt and paid for weapons systems."

In most states the governor has become the single most important person in higher education, Mr. Kerr said, for several reasons:

► "The share of state budgets to higher education is up enormously, and that has to have the governor more interested."

► Political leaders formerly believed that just as there was separation of church and state, so should there be a separation of higher education and state, "but with

Continued on Page 11, Column 1

Hopes Rise for U.S.-India Exchanges

By MALCOLM G. SCULLY

NEW DELHI

Both Indian educators and Americans working here hope that the policies and attitudes of the new government of Prime Minister Rajiv Gandhi will lead to improved academic and cultural relations between India and the United States.

Thus far, they stress, the changes since Mr. Gandhi took over after his mother's assassination last year have been more in mood than in substance. And they add that any permanent expansion of academic and cultural contacts between the two countries will depend primarily on an overall improvement in Indo-American relations.

Nonetheless, they note that American interest in India has expanded dramatically in the past year and that Mr. Gandhi's goals of reforming India's universities and boosting the country's commitment to scientific research and development should generate new possibilities for expanded relations.

"It's a little bit early to come to any

Continued on Page 34, Column 1

A Student Entrepreneur Finds Diamonds Can Be a Man's Best Friend; Now He's About to Find Out for Himself How the Cookie Crumbles

By THOMAS J. MEYER

DALLAS

Meet Felix Frydberg.

Two years ago, he started a retail business selling jewelry and watches and earned up to $200 a day. Last summer he went wholesale, marketing diamonds to dealers from San Antonio to Fort Worth.

Now, as president of a company called Consolidated Texas Shareholders, he's moving out of jewelry—diversifying, as he says—and planning to launch a chain of gourmet cookie stores this spring.

Mr. Frydberg is a well-dressed, fast-talking, straightforward man with four business cards, a firm handshake, and big, big plans.

His cookie shops will be grossing more than $3-million a year, he says, by 1987. If all goes well, that will be the same year that Mr. Frydberg, who is 20 now, will graduate from the University of Texas.

Felix Frydberg is part of a new generation of entrepreneurs—young, ambitious and energetic—who are taking the reins of America's economy in its transition. He is also one of a new breed of college students who are making their mark by making a profit.

"All young people want to be independent and on their own. This is their way of expressing it," says Verne C. Harnish, the national director of the Association of Collegiate Entrepreneurs, whose members met here last month for their second annual conference.

"This is this generation's way of manifesting that same independent, anti-estab-

Continued on Page 14, Column 1

FACT–FILE

Average Faculty Salaries by Rank and Type of Institution, 1984-85

Academic rank	SALARY Public	Independent private	Church-related	All	1-YEAR CHANGE Public	Independent private	Church-related	All
Category I: Doctoral institutions								
Professor	$42,560	$49,880	$44,710	$44,100	+ 6.6%	+ 6.1%	+ 7.1%	+ 6.5%
Associate professor	31,370	34,130	33,270	31,910	+ 6.4%	+ 5.5%	+ 6.6%	+ 6.3%
Assistant professor	25,100	27,840	27,200	26,480	+ 6.9%	+ 6.1%	+ 7.0%	+ 6.7%
Instructor	19,330	21,760	22,110	19,790	+ 6.4%	+ 4.2%	+ 5.4%	+ 6.0%
Lecturer	22,880	23,560	24,360	23,030	+ 7.1%	+ 5.8%	+10.9%	+ 6.9%
All ranks	33,860	39,020	34,640	34,830	+ 6.6%	+ 6.0%	+ 6.9%	+ 6.5%
Category IIA: Comprehensive institutions†								
Professor	37,090	37,980	37,110	37,190	+ 8.0%	+ 6.2%	+ 5.7%	+ 7.6%
Associate professor	29,620	29,730	29,190	29,590	+ 7.3%	+ 5.9%	+ 5.3%	+ 6.9%
Assistant professor	24,420	23,890	24,130	24,320	+ 7.1%	+ 5.9%	+ 5.2%	+ 6.7%
Instructor	19,640	17,810	19,170	19,370	+ 7.0%	+ 5.2%	+ 6.1%	+ 6.7%
Lecturer	19,900	22,380	23,170	20,360	+ 6.8%	+ 5.6%	+11.4%	+ 6.8%
All ranks	29,930	29,200	29,170	29,770	+ 7.5%	+ 6.0%	+ 5.5%	+ 7.2%
Category IIB: Baccalaureate institutions								
Professor	33,850	36,500	29,510	32,830	+ 7.9%	+ 5.7%	+ 5.4%	+ 6.2%
Associate professor	26,160	27,670	24,130	26,230	+ 7.6%	+ 6.0%	+ 5.4%	+ 6.2%
Assistant professor	23,540	22,530	20,350	21,850	+ 7.3%	+ 5.8%	+ 5.5%	+ 6.1%
Instructor	19,000	18,330	16,940	17,840	+ 7.0%	+ 5.8%	+ 6.1%	+ 6.4%
Lecturer	21,060	22,230	16,430	20,690	+ 8.4%	+ 7.5%	+ 6.4%	+ 8.2%
All ranks	26,880	27,790	23,360	25,600	+ 7.6%	+ 5.8%	+ 5.5%	+ 6.2%
Category IIC: Specialized institutions								
Professor	40,660	37,840	25,850	35,920	+ 5.5%	+ 6.1%	+ 6.0%	+ 5.8%
Associate professor	31,670	29,620	22,890	29,410	+ 6.8%	+ 6.7%	+ 5.2%	+ 6.6%
Assistant professor	27,570	25,240	19,480	25,240	+ 7.5%	+ 6.2%	+ 6.0%	+ 6.7%
Instructor	21,720	19,940	16,030	19,890	+ 6.1%	+ 5.5%	+ 4.6%	+ 5.7%
Lecturer	23,250	22,660	‡	23,030	+12.2%	+ 8.0%	*	+11.2%
All ranks	32,520	28,450	22,470	28,860	+ 6.4%	+ 6.3%	+ 5.8%	+ 6.3%
Category III: 2-year institutions with academic ranks								
Professor	33,230	24,680	21,290	32,880	+ 6.1%	+ 3.7%	+ 4.1%	+ 6.1%
Associate professor	28,200	22,970	18,300	27,950	+ 5.8%	+ 4.9%	+ 6.4%	+ 5.8%
Assistant professor	23,630	19,320	17,630	23,370	+ 5.9%	+ 6.8%	+ 3.1%	+ 5.9%
Instructor	19,630	15,560	15,210	19,340	+ 5.5%	+ 4.7%	+ 2.8%	+ 5.4%
Lecturer	18,070	11,370	*	17,740	+ 7.3%	+ 9.1%	*	+ 7.4%
All ranks	26,460	20,370	17,440	26,120	+ 5.9%	+ 5.1%	+ 3.9%	+ 5.9%
Category IV: 2-year institutions without ranks								
No rank	24,830	16,240	18,010	24,550	+ 5.8%	+ 6.2%	+ 6.1%	+ 5.8%
All categories combined except IV:								
Professor	39,640	44,130	33,510	39,870	+ 7.0%	+ 6.1%	+ 5.9%	+ 6.7%
Associate professor	30,210	30,930	26,810	29,910	+ 6.8%	+ 5.8%	+ 5.6%	+ 6.4%
Assistant professor	25,020	25,040	22,080	24,610	+ 6.9%	+ 6.0%	+ 5.7%	+ 6.6%
Instructor	19,530	18,990	17,500	19,150	+ 6.5%	+ 5.1%	+ 6.0%	+ 6.2%
Lecturer	21,830	23,100	21,780	22,020	+ 7.2%	+ 6.0%	+10.2%	+ 7.1%
All ranks	31,240	32,950	26,250	30,960	+ 6.9%	+ 6.0%	+ 5.8%	+ 6.6%

† Institutions that award degrees beyond the bachelor's degree but do not qualify for Category I.
‡ Too few individuals to warrant publication of data.
* No data reported.
Note: Salary figures are based on reports of 2,059 institutions. Percentage changes are based on reports of 1,736 institutions that provided comparable data for both 1983-84 and 1984-85.

SOURCE: AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

Faculty Salaries Up 6.6 Pct., Average $30,960

Continued from Page 1

concern about the quality of higher education has focused attention on the need to raise faculty salaries, he said.

By rank, the average salaries at all institutions are as follows:

- Full professor, $39,870;
- Associate professor, $29,910;
- Assistant professor, $24,610;
- Instructor, $19,150;
- Lecturer, $22,020.

Those figures are based on the reports of 2,059 institutions, and are adjusted to a standard nine-month basis.

The survey was conducted for the American Association of University Professors by Maryse Eymonerie Associates of McLean, Va.

Even with this year's increases, the purchasing power of faculty salaries is still below what it was in 1970-71, Mr. Hansen said. Bringing them to the 1970-71 level would require an 18.9-per-cent increase, he calculated.

Salary increases for "continuing" faculty members—those who taught at the same institution in both 1983-84 and 1984-85—averaged 7.1 per cent. The reason, said Mr. Hansen, is that "continuing faculty members are rewarded for their service and performance, and are promoted as they move up through their careers."

For the first time since 1979-80, the increases at public institutions equaled or topped those at private institutions. At the former, salaries are up an average of 6.9 per cent, compared with 6 per cent at independent private institutions and 5.8 per cent at church-related colleges.

Public colleges and universities benefited from increased tax collections last year. "By early 1984, when 1984-85 budgets were being determined, economic conditions had improved greatly and states were beginning to project substantial surpluses," Mr. Hansen said.

Even with this year's greater increases at public institutions, faculty members are still making less, on the average, than their colleagues at independent private institutions.

Those at public universities awarding the doctorate earn an average of $33,860, compared with $39,020 at independent private universities. That disparity can be explained by the striving of private institutions to "maintain their prestige and dominance over public institutions" and by the fact that the range of salaries is smaller at public institutions, Mr. Hansen said.

This year's survey indicates that at all ranks, the average salaries of women are below those of men. For all institutions combined, the salaries by sex are as follows:

	Men	Women
Professor	$40,390	$35,590
Associate	30,410	28,240
Assistant	25,370	23,320
Instructor	19,860	18,500
Lecturer	23,430	20,450

In addition to salary data, the A.A.U.P. report also contains information about tenure and fringe benefits.

Over all, 65 per cent of faculty members have tenure, the report said.

For the average faculty member, the value of fringe benefits totaled about 22 per cent of salary.

The survey report appears in the March-April issue of *Academe*, the A.A.U.P.'s magazine.

The magazine can be purchased for $25 a copy prepaid from the American Association of University Professors, Suite 500, 1012 14th Street, N.W., Washington 20005.

The listing of average faculty salaries by rank for individual colleges and universities will be published later this month in *The Chronicle*.

—JEAN EVANGELAUF

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